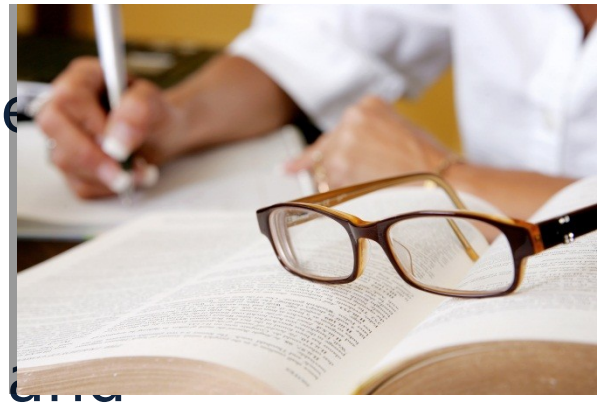
Lesson 5: Employment and Placement

Duration: 3 hours

Lesson 5 Topics

- Topic 1 – DCIPS and the Excepted Service Under Title 10
- Topic 2 – Qualification Standards
- Topic 3 – DCIPS Appointing Authority and Hiring Flexibilities
- Topic 4 – Component-Specific Internal Placement Flexibilities
- Topic 5 – Competitive/Non-Compe
- Topic 6 – DCIPS Trial Periods
- Topic 7 – Joint Duty Assignments
- Topic 8 – Quality in Employment and Placement Outcomes



DCIPS and the Excepted Service Under Title 10

- What does being in the excepted service under Title 10 mean?
- What does Title 5 competitive service refer to?
- Does Title 5 also have excepted service positions?
- How does DCIPS protect employees' fundamental rights?
- What should Defense Intelligence Components consider when staffing positions?
- What flexibilities are there for DCIPS areas of consideration and open periods?
- Does DCIPS require that a certain area of consideration be used when filling positions?

Moving to DCIPS and the Excepted Service

Moving to DCIPS and the Excepted Service

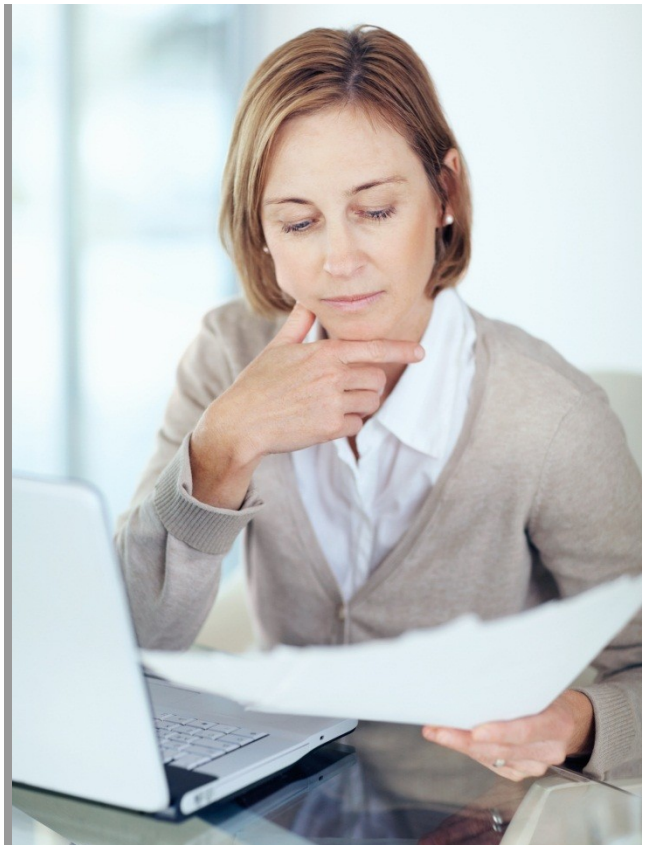
- All new DCIPS employees are required to complete a two-year DCIPS trial period
- DCIPS trial periods are two years of continuous service
- Completion of a probationary or trial period under another personnel management system (e.g., Title 5 competitive service) does not waive the DCIPS two-year trial period
- Vacancy announcements for Defense Intelligence positions must clearly note that positions are in the excepted service and covered by DCIPS
- Applicants must sign a statement acknowledging the conditions of employment or assignment that are unique to Defense Intelligence positions

Veterans' Preference

- Complete the worksheet on page 5-13 in the Participant Guide
- Refer to *Veterans' Preference* in the *What You Should Know* box on pages 5-10_5-12 of the Participant Guide to help you with this exercise.
- You will have 5 minutes to complete the worksheet.

Passovers

Passovers of 30% or more compensably disabled veterans are expected to be exceptions and are especially rare



Qualification Standards

General qualification profiles include descriptions of the competencies, knowledge, skills, abilities, education, training, and the type and quality of experience required for successful job performance in the DCIPS Occupational Structure

Qualification Standards Table

DCIPS Work Category	Work Level	Pay Band	Minimum Qualifying Grade Using General Schedule (GS) Grade-Based Standards
Technician/ Administrative Support	1	1	GG-01
Technician/Administrative Support	2	2	GG-07
Technician/ Administrative Support	3	3	GG-11
Professional	1	2	GG-07
Professional	2	3	GG-11
Professional	3	4	GG-13
Professional	4	5	GG-15
Supervision/Management	2	3	GG-11
Supervision/Management	3	4	GG-13
Supervision/Management	4	5	GG-15

Appointing Authority & Hiring Flexibilities

- 10 U.S.C. 1601 is the appointing authority for all Defense Intelligence positions
- Appointments may be:
  - Permanent
  - Indefinite
  - Temporary
  - Term
- Merit system principles must be upheld at all times

Hiring Flexibilities Scenario

Elizabeth, a member of the Defense Intelligence Agency and a reservist, has been called to active duty for a period of 18 months. Marvin, her supervisor, doesn't have anyone who can be detailed to support this position. He is considering how to get the work done while Elizabeth is gone and thinks the best course of action is to fill the position for the period of Elizabeth's absence.

Internal Placement Flexibilities

DCIPS provides the flexibility to quickly assign the right people where they are needed

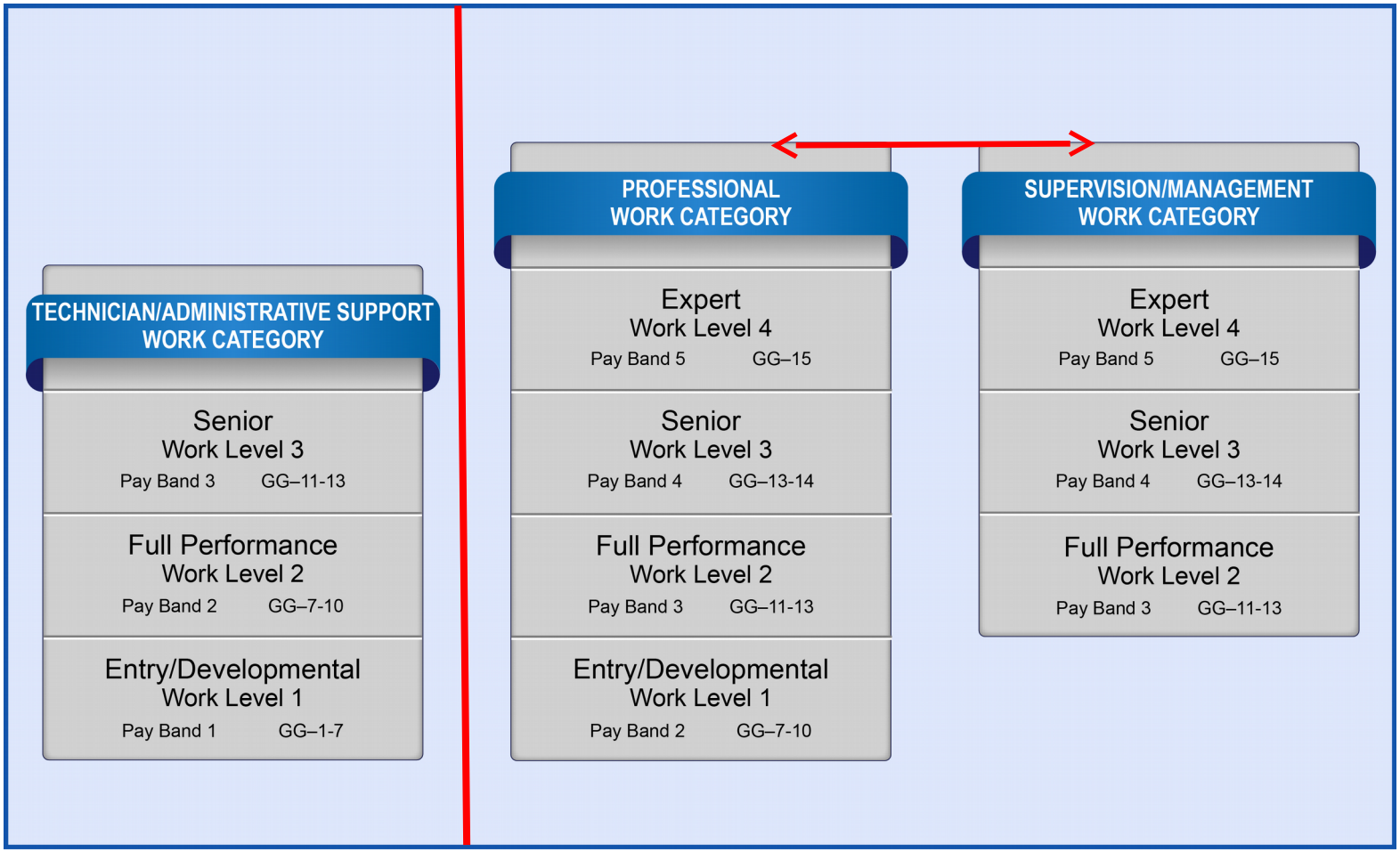
Can You Define These Key Terms?

- Promotion
- Reassignment
- Reduction in Band or Grade

Exceptions to Competition

- Lateral Transfers
- Reassignments
- Details
- Developmental Programs
- Realignment
- Accretion of Duties

DCIPS Occupational Structure



DCIPS Competitive Actions Game

Instructions: Create 5 questions about competitive actions to ask the other team. At least two questions should be scenario-based and focus on:

- The type of action required
- Whether the action requires competition
- Reason for your answer

Trial Periods

- All new Defense Intelligence employees will serve a two-year trial period
- Once an employee has completed a DCIPS trial period, he/she will not need to complete another one
- A Defense Intelligence employee who moves to another Defense Intelligence position or Component before completing the trial period does not have to start over, but will complete the trial period in the new position or Component

IC Joint Duty (JD)

The JD Program is a leadership development program whose purpose is to build a cadre of intelligence professionals with experience in more than one IC element.

JDA Scenario

- *Management has been trying for some time to fill a procurement analyst position. The position is in the Professional Work Category at the Full Performance Work Level, GG-13 and requires some unique skills. The position has been advertised at least four times; generally, it does not get any qualified applicants.*
- *One of the problems with the position is that it is located in an isolated area. When management has tried to hire for these types of positions in the past, they have had a great deal of difficulty and some positions have remained unfilled for months, although other organizations within the IC have employees with the necessary skill sets.*

JDA Credit Criteria

- Full-Time Employees
- Part-Time Employees
- Deployment to a Combat Zone
- Multiple Assignments

Employment and Placement Metrics

- Time-to-Fill
- Vacancy Rate
- Transparency
- Collaboration
- Quality

Lesson 5 Review

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